Delivery Strategy/Instructional Strategy

Delivery Strategy
- The medium by which the instruction is presented
- Formats may include:
    - Classroom, Instructor-led, Expert-led, Self-study, (CBT), CD, Video Conference, Business Simulation, Audio Conferencing, Web

Instructional Strategy
- The method by which the skills and information are required
- Formats may include:
    - Lecture, Demonstration, Workshop, Walkthrough, Exercise Simulation, Discussion, Case Study, Goal-Based Scenario, Game, Reading

Factors Delivery Strategy/Instructional Strategy

For each training program, the following factors need to be considered:
- Content
    - Type of content (Task Based vs. Conceptual)
    - Applicability of content
    - Estimated length of training
    - Need for consistency
    - Shelf-life of content, project stability of training material content
    - Ability to reuse training
    - Importance of access to expert information, or need for real-time coaching and feedback (interactive instruction)
    - Need to simulate the 'live' environment
    - Criticality of task to business objectives and related business events (importance of opportunities for safe practice environment vs. on-the-job learning)
    - Educational objectives (Knowledge, Comprehension, Application, Analysis, Synthesis, Evaluation) and applicability of delivery method
- Delivery Logistics
    - Number of users/audience size
    - Geographical distribution of users
    - Time available to roll out training
    - Availability of user's time
    - Existing training facilities
    - Implementation considerations
- Costs
    - Budget, time and resources available to develop training
    - Budget, time and resources available to deliver training
    - Maintenance costs (depends on stability of content)
- Other
    - Appropriateness for audience type
    - Success of previous training rollouts
    - Ability to measure proficiency
    - User Characteristics
    - Impact on a User's Job
    - Volatility of the system in a given functional area - How likely is the system functionality to change with the next implementation?